



***New!* Paid Parental Leave**

Eligible Employees Can Apply Starting November 7, 2022

The Office of Human Resources (OHR) is pleased to announce a new benefit that will be available to eligible Montgomery County Government employees beginning November 7, 2022: **Paid Parental Leave**. Please review the information and resources below to learn more about this exciting new program.

Overview and Resources

Beginning November 7, 2022, Paid Parental Leave (PPL) will be available to eligible County employees (see [Bill No. 10-22](#)). PPL is separate from “Unpaid” Parental Leave. Employees who are approved for PPL hours will receive earnings during their approved PPL period.

Eligible employees can apply for PPL through Employee Self-Service on or after November 7, 2022. Employees who are interested in applying or learning more about this new benefit should review [OHR's Paid Parental Leave Frequently Asked Questions](#).



Eligibility Overview

- County employees who have been in a County merit system position for at least 6 consecutive months and are the parent of a newborn child, a stillborn child, a newly adopted child, or a newly placed foster child are eligible for PPL.
- PPL must be used within 12 months of the qualifying event (birth of a newborn child or stillborn child, adoption, or foster placement).

Resources

1. [Paid Parental Leave FAQs](#): Learn everything you need to know about Paid Parental Leave, including an overview of Paid Parental Leave, how it works, how to apply, and the answers to other frequently asked questions.
2. [Bill No. 10-22](#): Review detailed information in this bill passed by the Montgomery County Council regarding Paid Parental Leave.
3. [OHR's Medical Leave Webpage](#) (PPL Information Available by November 7): Find a list of links and resources related to Paid Parental Leave.
4. [Mctime Resources Webpage](#) (PPL Information Available by November 7): Review timekeeping guidance and related resources on the "FMLA and Parental Leave Resources" section of Mctime's resources webpage.

Paid Parental Leave Questions?

Timekeeping Questions

- Visit the "FMLA & PARENTAL Guidance" section of the [Mctime resources webpage](#) for information regarding timekeeping, or contact your supervisor or department HR Liaison.
- If you need additional timekeeping assistance, please contact: Mctime.finance@montgomerycountymd.gov.

Other Questions

- If you have additional non-timekeeping questions about Paid Parental Leave, please contact FMLA.Information@montgomerycountymd.gov.